



AMERICAN GREETINGS

ONE AMERICAN ROAD
CLEVELAND, OHIO 44144-2398
(216)252-7300 • FAX (216)252-6778

October 15, 2010

VIA FACSIMILE (517-373-4648)
BY OVERNIGHT COURIER
Ms. Chong-Anna Canfora
Director, Rapid Response Unit
Michigan Dept. of Labor & Economic Growth
611 West Ottawa, 4th Floor
Lansing, Michigan 48909

VIA FACSIMILE (269-384-8032)
BY OVERNIGHT COURIER
Mr. David Buskirk
Chairman
Kalamazoo County Board of Commissioners
201 W. Kalamazoo Avenue
Kalamazoo, Michigan 49007

VIA FACSIMILE (269-384-8032)
BY OVERNIGHT COURIER
Mr. Peter Battani
County Administrator
Kalamazoo County
201 West Kalamazoo Avenue
Kalamazoo, Michigan 49007

VIA FACSIMILE (269-384-8032)
BY OVERNIGHT COURIER
The Honorable Bobby J. Hopewell
Mayor
Kalamazoo
241 W. South Street
Kalamazoo, Michigan 49007

Re: WARN Notification – Final Phase of Closing

To Ms. Canfora, Messrs. Buskirk and Battani and Mayor Hopewell:

We are about to implement the final phase of our permanent plant closing at our DesignWare operations located at 3825 Emerald Drive, Kalamazoo, Michigan. We first notified you of this closing in December 2009 (copy of notice attached). Some of the employees employed at that facility are not represented by a union, but others are represented by Teamsters Local No. 7 (President Dave Green), whose offices are at 3330 Miller Road, Kalamazoo, Michigan. There are to be 55 employees to be laid off, with the layoffs occurring in accordance with the attached schedule. No bumping rights exist among those non-union employees, nor are there any jobs to which those employees may bump. Bumping rights exist for the employees represented by Teamsters Local No. 7, but because the entire facility is closing, there are no jobs to which those employees may bump.

The job titles of all employees expected to be laid off are indicated on the attached schedule.

Further information about this closing may be obtained from Renee Shull. If you need to reach her, you may contact her at 269-349-2626.

Sincerely,

Tamara L. Engelhardt

Tamara L. Engelhardt
Director, Manufacturing & Distribution
Corporate Labor Relations Director

RECEIVED IN

OCT 18 2010

tle/ks

RAPID RESPONSE

EXHIBIT 1

List of job titles and number of employees employed in each title affected by the closing of the facility located at 3825 Emerald Drive, Kalamazoo, Michigan.

Job Position Eliminations Scheduled to Occur
During 14-day Period
Commencing 12/01/2010 – 12/15/2010

Job Title	Number of Employees	Expected Layoff Date
Accounting Manager	1	12/01/2010 (Given 60-day notice)
Logistics Supervisor	1	12/01/2010 (Given 60-day notice)

Job Position Eliminations Scheduled to Occur
During 14-day Period
Commencing 12/15/2010 – 12/29/2010

Job Title	Number of Employees	Expected Layoff Date
Converter Operator	3	12/15/2010
Lead Order Assembler	1	12/15/2010
Order Filler	21	12/15/2010
Power Truck Operator	9	12/15/2010
Receiving	2	12/15/2010
Supervisor – Receiving	1	12/15/2010
Supervisor – Order Filling	1	12/15/2010
Label Maker	1	12/15/2010
Electronic Specialist	1	12/15/2010
General Maintenance	1	12/15/2010
Line Analyst	1	12/15/2010
Loader	3	12/15/2010
Maintenance Craft	1	12/15/2010
Manufacturing Manager	1	12/15/2010
Material Handler	1	12/15/2010
Supervisor General Administration	1	12/15/2010
Time Keeping Specialist	1	12/15/2010

Job Position Eliminations Scheduled to Occur
During 14-day Period
Commencing February 15, 2011 – February 28, 2011

Job Title	Number of Employees	Expected Layoff Date
Manager – Engineer	1	2/15/2011
Manager – Human Resources	1	2/15/2011
Associate IS Representative	1	2/15/2011